

Minerals Management Service  
Minerals Management Service Manual

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**Chapter 3:** Work Schedules

**Originating Office:** Administration and Budget, Human Resources Division

## **1. Work Schedules.**

The Minerals Management Service's (MMS) official work schedule is the Flexible Work Schedule (FWS) using the Gliding Schedule tour of duty **or** the Maxiflex Schedule tour of duty with the 5-4/9 FWS. The tour of duty is subject to supervisory approval taking into consideration the mission of the organization, operating costs, the need for office coverage, and the nature of the work being performed. Approval of other work schedules must be requested in accordance with the MMS Administrative Delegations of Authority. Each Associate Director has established core hours for that organization. Employees working tours of duty described below must abide by those specific core hours.

## **2. FWS Tours of Duty.**

A. Gliding Schedule is a type of FWS tour of duty in which a full-time employee has a basic work requirement of 8 hours in each day and 40 hours in each week, and may select a starting and stopping time each day, and may change starting and stopping times daily.

B. Maxiflex Schedule is a type of FWS tour of duty that contains core hours on fewer than 10 workdays in the biweekly pay period and in which a full-time employee has a basic work requirement of 80 hours for the biweekly pay period, but in which an employee may vary the number of hours worked on a given workday or the number of hours each week within the limits established by the supervisor. The MMS uses this schedule with the 5-4/9 FWS.

## **3. 5-4/9 Maxiflex FWS.**

A. The Maxiflex work schedule is characterized by a tour of duty consisting of 9 workdays in each pay period. Eight workdays are 9 hours in length, plus lunch, and 1 workday is 8 hours in length plus lunch. The basic work requirement is 80 hours per pay period. Time for lunch of at least 30 minutes must be provided in the work schedule. Employees are not required to take a lunch break at a specific time, as long as it is taken within the period described under lunch, below.

1) It is essential that Time and Attendance reports properly reflect actual time performing work. See Time and Attendance Requirements below.

2) Establishment of a weekly or biweekly core day during which all employees are present for meetings, etc., is encouraged.

3) When travel, training, or meetings and conferences are scheduled for all or a significant part of the pay period to the extent that the 5-4/9 Maxiflex work schedule would not be feasible, the supervisor may request the employee to return to the Gliding Schedule (five 8-hour workdays in a 40-hour workweek with flexible arrival and departure times). Coming off the 5-4/9 Maxiflex work schedule in these circumstances is not mandatory.

4) Work schedules must be in effect for entire pay periods without change. Requests from employees for changes to established work schedules will not be made solely to accommodate leave or minimize leave usage. Changes on behalf of individual employees should be for valid reasons and not occur frequently.

B. The non-workday and the 8-hour day may be any workday in the biweekly pay period, subject to supervisory approval. Supervisors may approve employees varying their choice of non-workday and/or 8-hour workday. When an employee is required to work on his or her non-workday, another day may be taken as the non-workday in that pay period.

1) Managers and supervisors should ensure adequate coverage when scheduling non-workdays.

2) Critical work supersedes an employee's non-workday, which must be rescheduled within the same pay period if possible.

C. The amount of flexing during the day must be made up through paid leave or via a delayed departure time; however, it may not be such as to require an employee to work past 6 p.m. For example, an employee working a 9-hour day who arrives at 8:30 a.m. may not flex during the day because the employee's 9 hour day, plus 30-minute lunch break will already require working until 6 p.m. If the same employee arrives at 8 a.m., however, he/she could flex up to 30 minutes during the day, in addition to the 30-minute lunch break.

**4. Part Time Work Schedule.** MMS part-time employees shall have a work schedule of not less than 16 hours or more than 32 hours per week.

**5. Daily Work Schedules.** Daily work schedules may not begin before 6 a.m. or end after 6 p.m.

## **6. Lunch Breaks.**

A. A lunch or meal break of at least 30 minutes in length is allowed each day within a flexible mid-day time band determined by the supervisor.

B. Employees may flex at lunch within approved timeframes. For example, an employee may take a 1 ½ hour lunch break, but must still, in addition to making up the extra hour, work the scheduled 8 or 9-hour day.

C. Lunch breaks may not be taken at the beginning or end of the normal workday.

**7. Credit Hours.** There are no credit hour provisions provided with the 5-4/9 Maxiflex work schedule.

**8. Holidays.** An employee is entitled to 8 hours of basic pay for a holiday. Employees working a 5-4/9 Maxiflex work schedule should consider the holiday as the short (8-hour) day in order to avoid taking 1 hour of annual leave during a pay period in which a Federal holiday falls.

A. If a Federal holiday falls on an employee's scheduled non-workday under a 5-4/9 Maxiflex work schedule, another workday in that pay period will be designated as the non-workday. The actual holiday is the 8-hour day. If the holiday falls on Friday, then Thursday becomes the non-workday. If the holiday is on Monday, then the non-workday is Tuesday. If the holiday falls on any other day of the week, the non-workday can be prior to or after the holiday.

B. On those occasions where two holidays fall in the same pay period, it will be necessary to make arrangements for full-time employees on a 5-4/9 Maxiflex work schedule to (1) work 1 extra hour during a regularly scheduled workday (note: this is not overtime); (2) take 1 hour of annual leave, earned compensatory time, or time off award; or (3) revert to the standard 5-day, 40-hour per week schedule for that pay period. Employees need to inform their supervisors prior to the start of the holiday pay period which option they plan to use.

**9. Leave.** When taking approved leave for entire workdays, the number of hours of leave charged will be the number of hours planned for the work that day, or days; i.e., 9 hours of leave will be charged for absences on an entire 9-hour work day. Supervisors will not permit employees to “informally” modify their attendance from established work schedules to accommodate leave.

**10. Overtime or Premium Pay.** Overtime must be officially ordered and approved in advance.

A. Employees working the Gliding Schedule whose hours of work are both officially ordered and approved in advance, and in excess of the 8-hour day or 40-hour week will be paid overtime.

B. Employees on the 5-4/9 Maxiflex work schedule, whose hours of work are officially ordered and approved in advance and who work in excess of 80 hours in a biweekly pay period, will be paid overtime.

## **11. Time and Attendance Requirements.**

A. Time Accounting: A system must be established within each organization to provide accountability for hours worked and to ensure credibility of the program from the perspective of employees, management, and the public. Examples of systems that provide necessary affirmative evidence of hours worked include sign-in/sign-out sheets, work reports, and time clocks.

B. Time and Attendance reports must accurately reflect the actual hours worked each day of the pay period. Hours totaling 80 hours each pay period for a full-time employee must be reported, as well as the actual hours worked each day. Part-time employees are responsible for reporting the total number of hours they work each pay period, as well as the actual hours worked each day.

C. It is the supervisor's responsibility to certify that hours reported worked by employees on Time and Attendance reports are correct.

## **12. Exceptions or Exemptions.**

A. Management may determine that the use of the FWS is inappropriate in offices where the size of the staff would pose significant problems in assuring adequate office coverage, where the nature of the work requires more traditional hours of duty, or where participation in the FWS program would incur additional costs. In these situations, employees/positions may be excluded from the FWS or specific tours of duty within the FWS. Exceptions of this nature are to be authorized in accordance with the MMS Administrative Delegations of Authority.

B. Members of the Senior Executive Service may not work a 5-4/9 Maxiflex work schedule.

C. Employees covered by collective bargaining agreements that provide for work schedules other than the Gliding Schedule or the 5-4/9 Maxiflex work schedule may work such schedules.

D. Due to unique requirements of a Region or Office, employees may be covered under work schedules other than the Gliding Schedule or the 5-4/9 Maxiflex work schedule. In such situations, employees may work the established schedule(s) of the Region/Office. This DM may be supplemented to include specific requirements of the work schedule(s) approved for the Region/Office.

E. Certain employees on an irregular workweek consisting of the first 40 hours of duty when in travel status may be exempt. For these employees, participation in the 5-4/9 Maxiflex work schedule is limited to time spent at their duty station.